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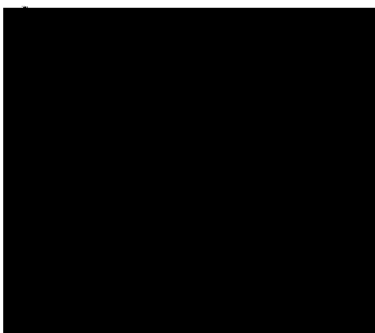
7 February 1952

CAREER SERVICE COMMITTEE

Working Group on PERSONNEL DEVELOPMENT PROGRAM

Minutes of 2nd Meeting 6 February 1952 10:00 A.M.

Present:



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Secy./Career Service Committee

Absent:

1. The minutes of the 1st meeting were approved as distributed.

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2. [redacted] announced that the Career Service Committee desired that all final reports of all Working Groups be submitted by 21 February.

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3. [redacted] briefed the Working Group on problems concerned with CIA's request for legislative exemption from P. L. 873 "Performance Rating Act of 1950". The problems were discussed. No decision possible at this time pending results of effort to have CIA exempted from this Law.

4. Selection-out procedures were discussed. It was agreed that a selection-out process was vital and the following definition was evolved and approved:

"A selection-out process should be adopted as part of the Career Service Program and should be used to retire from the CIA those who fail to meet performance requirements and those whose usefulness has become so marginal as unduly to inhibit the advancement of more able employees".

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After further discussion of the selection-out problem, [redacted] were designated to draft a paper on selection out for consideration by the Working Group at its next meeting.

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5. [redacted] was designated to draft a paper on the form for Certification of eligibility, Declaration of Intent, and possibly I&S concurrence, for entrance into a "Development Program". This paper is to be presented to the Working Group for consideration at its next meeting.

6. It was agreed that Items 5, 6 and 7 of the approved agenda for the 2nd meeting of the Working Group would be deferred until receipt of the basic

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decision concerning P. L. 873.

25X1A9a 7. The Working Group discussed the duties and responsibilities of the several Career Service Boards, their organization and procedures and mechanics for working. [REDACTED] was designated to work up a draft incorporating the results of this discussion for consideration at the next meeting.

8. The following agenda was set for the 3rd meeting:

25X1A9a a. Consideration of draft by [REDACTED] on selection out.

25X1A9a b. Consideration of draft by [REDACTED] on Certification of eligibility.

25X1A9a c. Consideration of draft by [REDACTED] on Career Service Boards.

d. Consideration of appeals on the Office Board level.

e. Consideration of the Secretariats of the several Career Service Boards.

f. Means of activation of the Career Service Program.

9. The next meeting was scheduled for Tuesday at 1000 hours.

10. The meeting adjourned at 1230 hours.

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[REDACTED]
Secretary

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Dist: [REDACTED]

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